

Pay1 Reason Codes

Enrollment Reason Codes

Reason code:	Enrollment reason:	Available for screen:
01	Newly eligible member	A.41, A.43, A.44
02	Retiree/LWOP life insurance only	A.41 (HCA only)
03	Retiree rehire	A.41
04	Return from Layoff	A.41
05	Return from LWOP	A.41
07	State-registered domestic partnership	A.43
08	Marriage	A.43
10	Return from waive/defer	A.41, A.43, A.44 (HCA only except during annual open enrollment)
12	Return to work faculty/seasonal	A.41
13	Return from active military duty (USERRA)	A.41
49	Not elected	A.43

Termination Reason Codes

Reason code:	Termination reason:	Available for screen:
31	Employment ending/ineligible position	A.41
32	Termination – gross misconduct	A.41
33	Approved LWOP	A.41
34	Layoff	A.41
35	Death	A.41, A.43, A.44
36	Retirement	A.41
37	Employer group left	A.41 (HCA only)
38	Applying for disability retirement	A.41
39	Voluntary termination of coverage	A.41, A.43 (HCA only)
40	Employee waives/dependent voluntarily terms	A.43, A.44
41	Dependent loses eligibility	A.43
42	Divorced/dissolution	A.41, A.43
44	Defer retiree coverage	A.41, A.43, A.44 (HCA only)
46	Nonpayment	A.41 (HCA only)
47	Self-pay end date reached	A.41 (HCA only)
48	Defer due to Medicare/Medicaid	A.41, A.43, A.44 (HCA only)
49	Not elected (<i>medical only groups</i>)	A.44
50	Faculty/seasonal between eligibility	A.41
51	USERRA or educational leave	A.41
52	Change of eligibility type	A.41 (HCA only)
53	Reversion not due to layoff	A.41
54	Termination for dual coverage	A.43 (HCA only)
55	CDHP correction	A.43, A.44 (HCA only)